CWLA

Salary Study–1989

Child Welfare League of America

CWLA Salary Study
1989

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Child Welfare League of America • Washington, DC

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OVERVIEW

CWLA's *Salary Study-1989* is the latest in a series of Child Welfare League of America publications on trends in salaries for child welfare workers. This year's study expands on those of the past by adding information on child day care workers.

In January of 1989, questionnaires were mailed to 374 CWLA member agencies providing direct services to children and their families. They were asked to report on the salaries paid to their full-time employees as of January 1, 1988. Because of their greater size and complexity, public agencies with statewide jurisdiction were not included in the survey.

Two-hundred-seventy-six member agencies (269 from the United States and 7 from Canada) responded. This constitutes a 74% response rate. These agencies provided information concerning almost 28,000 child welfare workers. The respondents include a broad array of agencies in terms of geographic location, auspices, functions, staff size, budgets and salary ranges.

Findings

Whereas the salaries for 15 of the 20 child welfare positions surveyed have kept pace with the 8.9% (CPI) inflation rate for the years 1987-1989 (see table 5), this finding must be tempered by the comparatively low salaries paid for all child welfare positions.

Table 6 provides the salaries of various child welfare workers in U.S. voluntary agencies relative to categories of other workers. Among all child welfare workers, those receiving the lowest salaries are of particular concern. Table 6 reveals that the median annual earnings of family day care providers and day care center teacher aides are less than the U.S. definition of poverty ($12,091 for a family of four.) While these positions are the least paid of all those surveyed, other child welfare workers also fared poorly. Comparisons indicate that executive directors of child welfare agencies earn about one-half the salary of hospital administrators; social workers with M.S.W.'s earn less than registered nurses or school teachers; social workers without a graduate degree earn less than bus drivers; and day care center teacher salaries are less than the earnings of janitors.

Not only are child welfare workers losing in their efforts to obtain comparable earnings with other professions requiring similar training and experience, several are also losing the race with inflation. Table 5 shows that the salaries of day care center teacher aides and assistants increased only 3.5% between 1987 and 1989. Social work assistants and case aides received salary increases of only 2.9% during those two years.

Using This Survey

Data in this report are provided by type of agency: U.S. voluntary; U.S. local public; and Canadian. The tables are reflective of the many more responses received from U.S. voluntary agencies (243) than were received from U.S. local public (26) or Canadian agencies (7). Some of the tables reflect the small numbers of reported salaries. These data, included because many have expressed a desire for the information, should be used with caution.

The following definitions apply to the survey findings:

Base Salary—the current annual starting salary reported for each position surveyed as of January 1,1989.

Lower Quartile—the point below which 25% of the salaries fall and above which 75% of the salaries fall.

Median Quartile—the point below which 50% of the salaries fall and above which 50% of the salaries fall.

Upper Quartile—the point below which 75% of the salaries fall and above which 25% of the salaries fall.

The 49 tables included are organized into the following clusters:

Tables 1–4—Description of responding agency characteristics including type (U.S. voluntary, U.S. public, Canadian), census region, staff size, and agency income.

Table 5—Median salary and percentage changes between 1985 and 1989 for all positions surveyed.

Table 6—Median salaries of various types of child welfare workers from U.S. voluntary agencies compared with other selected positions.

Tables 7–12—Analyses of surveyed positions by type of agency, census region, staff size, and agency income.

Tables 13–49—Analyses of surveyed positions by type of agency and census region.

Position descriptions can be found in the Appendix.

As a practical tool, this study can be helpful in determining a salary range for selected child welfare positions. As in the past, the study does not contain information about the quality or quantity of employees' work experience. As a result, the findings should not be used to determine the exact compensation for a particular individual. It is likely, however, that a position requiring little or no prior experience would offer a salary at or below the lower quartile, while a position requiring considerable experience would offer a salary at or above the upper quartile.

To estimate a salary range, an examination of all the relevant tables pertaining to that position should be made. For example, to determine the salary range for an experienced assistant director of a voluntary agency in the Northeast with a staff size of 60 and an agency income of $3 million, one should begin by examining the salaries for the upper quartile of tables 9 and 10 which are relevant to experienced workers. The tables suggest salaries: by region, $58,700; by staff size, $47,300; and by agency income, $47,000. Therefore, for this example, the salary range for the candidate should fall between $47,000 and $58,700 per year.

As an advocacy tool, the comparative information provided in this study can be helpful in efforts to achieve parity for child welfare workers who provide a critical, yet undervalued, service to children and families of North America.

The Child Welfare League of America expresses its gratitude to those member agencies that participated in the study.

TABLE 1
Types of Agencies Reporting (All Agencies)

Type of Agency	*# of Agencies*
U.S. Voluntary	243
U.S. Local Public	26
Canadian	7
Total	**276**

TABLE 2
Types of Agencies Reporting by Census Regions

Census Region	*# of U.S. Voluntary Agencies*	*# of U.S. Public Agencies*
Northeast[1]	88	5
North Central[2]	75	8
South[3]	48	8
West[4]	32	5
Total	**243**	**26**

1 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

2 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

3 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

4 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 3
AGENCY INCOME OF AGENCIES REPORTING (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Agency Income*		
		Lower Quartile[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	242	$1,024,700	$2,127,100	$4,075,500
U.S. Local Public	25	6,616,800	10,805,000	38,026,100
Canadian[4]	7	4,367,700	19,489,600	25,124,900

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 4

Staff Size of Agencies Reporting Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Salaries*	*# of Employees*		
		Lower Quartile[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	242	26	54	87.5
U.S. Local Public	26	73	175.5	230
Canadian[4]	7	104.5	233	419

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 5
MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985–1989 (U.S. VOLUNTARY AGENCIES)

Position and Year	*Median Salary*	*% Increase from Previous Report*[1]
Executive Directors		
1989	$55,700	10.3%
1987	50,500	10.5
1985	45,700	9.6
Assistant Executive Directors		
1989	$45,500	18.5%
1987	38,400	2.7
1985	37,400	8.4
Directors of Major Programs or Districts		
1989	$34,500	9.5%
1987	31,500	12.1
1985	28,100	6.8
Supervisors		
1989	$27,600	8.7%
1987	25,400	1.6
1985	25,000	8.2
Social Work Practitioners with M.S.W. Degree		
1989	$24,300	14.6%
1987	21,200	11.6
1985	19,000	6.1
Social Work Practitioners with Other Graduate Degrees		
1989	$20,800	10.6%
1987	18,800	-1.0
1985	19,000	5.0

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TABLE 5 (continued)
MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985–1989 (U.S. VOLUNTARY AGENCIES)

Position and Year	*Median Salary*	*% Increase from Previous Report*[1]
Social Work Practitioners with Some Graduate Social Work Education		
1989	$18,600	5.7%
1987	17,600	3.5
1985	17,000	-2.9
Social Work Practitioners with No Graduate Social Work Education and No Graduate Degree		
1989	$18,300	13.0%
1987	16,200	8.0
1985	15,000	0.0
Social Work Assistants or Case Aides		
1989	$14,400	2.9%
1987	14,000	12.0
1985	12,500	8.7
Residential Supervisors[2]		
1989	$21,300	14.5%
1987	18,600	6.3
1985	17,500	1.7
Residential Child Care Workers[2]		
1989	$14,700	14.8%
1987	12,800	2.4
1985	12,500	13.6
Residential Recreation Workers		
1989	$17,300	18.5%
1987	14,600	16.8
1985	12,500	-3.1

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TABLE 5 (continued)
MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985–1989 (U.S. VOLUNTARY AGENCIES)

Position and Year	*Median Salary*	*% Increase from Previous Report*[1]
Residential Education Directors		
1989	$29,700	8.8%
1987	27,300	16.2
1985	23,500	3.1
Residential Education Teachers with Graduate Training		
1989	$23,500	15.2%
1987	20,400	31.6
1985	15,500	1.3
Residential Education Teachers with Bachelor Degrees		
1989	$20,200	16.8%
1987	17,300	19.3
1985	14,500	-2.0
Residential Education Assistant Teachers and Teacher Aides		
1989	$13,300	31.7%
1987	10,100	12.2
1985	9,000	11.1
Day Care Directors of Multi-Service Agencies		
1989	$31,700	N.A.
1987	N.A.	N.A.
Day Care Center Directors		
1989	$23,800	N.A.
1987	N.A.	N.A.
Family Day Care Program Directors		
1989	$30,000	N.A.
1987	N.A.	N.A.

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TABLE 5 (continued)
MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985–1989 (U.S. VOLUNTARY AGENCIES)

Position and Year	*Median Salary*	*% Increase from Previous Report*[1]
Lead Teachers in Day Care Centers with Graduate Training		
1989	$18,400	9.5%
1987	16,800	15.9
1985	14,500	16.0
Lead Teachers in Day Care Centers with Bachelor Degrees		
1989	$14,600	15.0%
1987	12,700	15.5
1985	11,000	1.9
Lead Teachers in Day Care Centers without College Degrees		
1989	$12,400	14.8%
1987	10,800	2.9
1985	10,500	19.3
Assistant Teachers and Teacher Aides in Day Care Centers		
1989	$11,700	3.5%
1987	11,300	2.7
1985	11,000	12.2
Family Day Care Providers		
1989	$10,500	N.A.
1987	N.A.	N.A.

1 These percentage changes in salaries may be compared with changes in rates of inflation. The Consumer Price Index for All Urban Consumers (CPI-U) increased 5.4 % between January 1985 and January 1987 and 8.9 % between January 1987 and January 1989.

2 Weighted average of Full Maintenance and Not Full Maintenance.

TABLE 6

COMPARISON OF MEDIAN ANNUAL EARNINGS OF CHILD WELFARE WORKERS (U.S. VOLUNTARY AGENCIES) AND OTHER SELECTED POSITIONS

Position[1]	*Median Annual Income*
Hospital Administrators (Acute Care Facility)[2]	$ 112,600
Chief Executive Officers of National Voluntary Health or Human Service Organization[3]	95,400
School Superintendents[4]	71,190
Executive Directors—Child Welfare Agencies	***56,004***
Assistant Directors—Child Welfare Agencies	***45,500***
Airplane Pilots and Navigators	42,172
Aerospace Engineers	41,860
College and University Teachers	35,152
Administrators, Education and Related Fields	34,892
Directors of Major Programs or Districts in Child Welfare Agencies	***34,476***
Residential Education Directors	***29,692***
Supervisors—Child Welfare Agencies	***27,612***
Teachers in Secondary Schools	27,092
Registered Nurses	26,832
Teachers in Elementary Schools	25,012
Social Work Practitioners—M.S.W. Degree	***24,824***
Directors of Day Care Centers	***23,816***
Residential Education Teachers—Graduate Degree	***23,504***
Legal Assistants	21,892
Residential Supervisors—Not Full Maintenance	***21,008***
Clergy	20,904
Social Work Practitioners—Other Graduate Degree	***20,800***
Residential Education Teachers—Bachelor Degree	***20,176***
Bus Drivers	18,616
Social Work Practitioners—Some Graduate Social Work Education	***18,616***
Social Work Practitioners—No Graduate Social Work Education	***18,304***
Social Welfare Eligibility Clerks	17,628
Licensed Practical Nurses	17,472
Child Welfare Recreation Workers	***17,316***
Teachers—Pre-Kindergarten and Kindergarten	16,692
General Office Clerks	15,444

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TABLE 6 (continued)

COMPARISON OF MEDIAN ANNUAL EARNINGS OF CHILD WELFARE WORKERS (U.S. VOLUNTARY AGENCIES) AND OTHER SELECTED POSITIONS

Position[1]	*Median Annual Income*
Residential Child Care Workers—Not Full Maintenance	***14,716***
Attendants at Amusement and Recreational Facilities	14,664
Day Care Lead Teachers—Bachelor Degree	***14,612***
File Clerks	14,456
Child Welfare Social Work Assistants	***14,404***
Recreation Workers	14,300
Information Clerks	14,040
Janitors	13,468
Receptionists	13,312
Residential Education Assistant Teachers or Aides	***13,312***
Assistant Teachers in Day Care Centers	***12,584***
Day Care Lead Teachers—No College Degree	***12,376***
Sales Workers—Retail and Personal Services	11,908
Teachers' Aides	11,648
Sales Counter Clerks	11,076
Family Day Care Providers	***10,504***
Maids and Housemen	10,452
Teacher Aides in Day Care Centers	***10,192***

1 Child welfare positions reported in this study are in ***bold italics***. All other earnings reported, with the exception of those otherwise noted, are from the U.S Department of Labor, Bureau of Labor Statistics, unpublished table entitled "Median weekly earnings of wage and salary workers who usually work full time by detailed (3-digit census code) occupation and sex, 1988 annual averages," 1989. (Salaries were translated into annual earnings.)

2 "American Society for Healthcare and Human Resources Administration's 1989 Management Compensation Study," conducted by Management Compensation Services, Scottsdale, AZ, 1989.

3 "1988 Management Compensation Report, Voluntary Health and Human Service Organizations," sponsored by the National Assembly and The National Health Council, conducted by Towers Perrin Foster and Crosby (TPF&C), September, 1988.

4 "Salaries Paid Professional Personnel in Public Schools, Survey of Member Agencies '88-'89, Part II," conducted by Educational Research Service, Washington, DC, 1989.

TABLE 7

AGENCY EXECUTIVE DIRECTORS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	229	$45,300	$55,700	$68,100
U.S. Local Public	24	53,100	61,000	70,400
Canadian[4]	6	54,500	64,400	69,200

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 8

AGENCY EXECUTIVE DIRECTORS: SALARIES BY SELECTED OTHER VARIABLES (U.S. VOLUNTARY AGENCIES)

Variable	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Census Region				
Northeast[4]	81	$48,200	$59,250	$72,200
North Central[5]	71	46,750	56,100	67,900
South[6]	47	36,900	48,100	57,600
West[7]	30	45,300	56,200	65,700
Staff Size				
1–25 Employees	55	$34,000	$40,100	$49,400
26–50 Employees	54	43,900	51,750	59,600
51–85 Employees	64	51,500	57,350	65,400
86 or more Employees	56	63,300	72,000	81,900
Agency Income				
Less than $1,000,000	55	$33,250	$39,100	$46,800
$1,000,000–$1,999,999	53	45,000	49,900	56,000
$2,000,000–$3,999,999	65	53,600	57,900	65,000
$4,000,000 and over	56	65,200	72,500	87,100

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 9

Assistant Executive Directors: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	191	$38,700	$45,500	$53,650
U.S. Local Public	32	47,400	54,100	71,000
Canadian[4]	13	46,450	56,500	58,500

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 10

ASSISTANT EXECUTIVE DIRECTORS: SALARIES BY SELECTED OTHER VARIABLES (U.S. VOLUNTARY AGENCIES)

Variable	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Census Region				
Northeast[4]	63	$40,500	$50,700	$58,700
North Central[5]	72	38,700	43,600	50,000
South[6]	30	32,800	45,100	51,700
West[7]	26	38,300	45,000	56,400
Staff Size				
1–25 Employees	11	$24,300	$29,500	$37,000
26–50 Employees	29	34,300	39,700	47,900
51–85 Employees	54	35,500	41,400	47,300
86 or more Employees	94	45,000	51,500	60,200
Agency Income				
Less than $1,000,000	13	$26,300	$30,800	$35,500
$1,000,000–$1,999,999	30	32,200	38,700	45,500
$2,000,000–$3,999,999	58	35,500	42,500	47,000
$4,000,000 and over	89	48,000	53,000	60,200

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 11

DIRECTORS OF MAJOR PROGRAMS AND OF DISTRICTS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	866	$28,800	$34,500	$40,600
U.S. Local Public	158	38,400	43,700	52,000
Canadian[4]	73	40,700	45,500	47,600

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 12

DIRECTORS OF MAJOR PROGRAMS AND OF DISTRICTS: SALARIES BY SELECTED OTHER VARIABLES (U.S. VOLUNTARY AGENCIES)

Variable	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Census Region				
Northeast[4]	341	$31,700	$35,900	$42,200
North Central[5]	279	27,400	33,000	39,000
South[6]	153	26,300	31,100	36,700
West[7]	93	28,100	36,200	43,400
Staff Size				
1–25 Employees	68	$26,300	30,400	37,500
26–50 Employees	160	24,600	28,700	35,100
51–85 Employees	208	27,600	32,700	37,200
86 or more Employees	430	32,600	37,500	43,200
Agency Income				
Less than $1,000,000	75	$23,600	$27,600	$32,400
$1,000,000–$1,999,999	135	23,600	27,900	33,800
$2,000,000–$3,999,999	214	27,700	32,500	37,600
$4,000,000 and over	442	33,200	38,000	43,500

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 13

SUPERVISORS OF SOCIAL WORK PRACTITIONERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	655	$23,800	$27,600	$31,800
U.S. Local Public	657	30,000	33,700	38,700
Canadian[4]	112	33,200	36,200	40,700

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above..

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 14

SUPERVISORS OF SOCIAL WORK PRACTITIONERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	313	$25,200	$29,200	$33,000
North Central[5]	218	22,700	26,300	29,800
South[6]	72	22,400	24,800	27,800
West[7]	52	22,800	30,300	36,400

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 15

SOCIAL WORK PRACTITIONERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary				
M.S.W. Degree	1701	$21,100	$24,300	$27,600
Other Graduate Degree	726	18,700	20,800	23,500
Some Graduate Social Work Education	205	16,500	18,600	21,200
No Graduate Social Work Education and No Graduate Degree	1021	16,600	18,300	20,200
U.S. Local Public				
M.S.W. Degree	1260	27,600	31,600	37,100
Other Graduate Degree	245	19,500	23,100	29,600
Some Graduate Social Work Education	58	19,000	21,200	25,750
No Graduate Social Work Education and No Graduate Degree	1325	19,500	24,400	27,500
Canadian[4]				
M.S.W. Degree	151	28,000	29,700	31,300
Other Graduate Degree	17	25,700	26,500	28,000
Some Graduate Social Work Education	35	22,700	23,900	27,300
No Graduate Social Work Education and No Graduate Degree	450	27,000	28,700	32,800

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 16

SOCIAL WORK PRACTITIONERS WITH M.S.W.S: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	710	$22,800	$25,200	$28,000
North Central[5]	503	20,200	22,400	25,700
South[6]	217	18,800	21,700	24,900
West[7]	271	22,600	25,900	30,900

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 17

SOCIAL WORK PRACTITIONERS WITH OTHER GRADUATE DEGREES: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	234	$19,200	$21,100	$23,500
North Central[5]	349	18,400	20,600	23,600
South[6]	90	18,900	20,700	22,800
West[7]	44	17,600	20,300	27,000

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 18

Social Work Practitioners with Some Graduate Social Work Education: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	70	$14,300	$18,750	$21,700
North Central[5]	82	17,200	19,000	21,200
South[6]	44	16,000	17,400	19,700
West[7]	9	17,250	19,500	23,500

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 19

SOCIAL WORK PRACTITIONERS WITH NO GRADUATE SOCIAL WORK EDUCATION AND NO GRADUATE DEGREE: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	551	$16,900	$18,200	$19,800
North Central[5]	317	15,600	17,800	20,300
South[6]	119	16,750	18,800	20,700
West[7]	34	18,500	24,200	26,300

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 20

Social Work Assistants and Case Aides: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	366	$12,300	$14,400	$17,400
U.S. Local Public	421	16,100	17,400	22,100
Canadian[4]	72	21,000	23,900	25,000

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 21

SOCIAL WORK ASSISTANTS AND CASE AIDES: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	142	$13,800	$16,400	$18,500
North Central[5]	141	10,900	12,300	14,600
South[6]	44	13,700	17,100	18,700
West[7]	39	12,800	13,800	16,800

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 22

RESIDENTIAL SUPERVISORS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary				
Not Full Maintenance	747	$18,500	$21,000	$24,700
Full Maintenance[4]	73	18,100	24,300	27,600
U.S. Local Public				
Not Full Maintenance	57	19,400	21,800	25,900
Full Maintenance[5]				
Canadian[6]				
Not Full Maintenance	41	21,900	27,300	30,200
Full Maintenance[5]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Full Maintenance is the provision of meals and residential quarters such that the worker does not need to maintain a separate residence.

5 The number of salaries reported was insufficient for analysis.

6 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 23

RESIDENTIAL SUPERVISORS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]				
Not Full Maintenance	298	$19,200	$21,800	$26,100
Full Maintenance[5]	24	24,400	29,000	32,000
North Central[6]				
Not Full Maintenance	253	17,400	19,900	23,300
Full Maintenance	9	16,800	18,250	19,400
South[7]				
Not Full Maintenance	91	18,400	20,200	23,200
Full Maintenance	26	18,500	25,000	26,600
West[8]				
Not Full Maintenance	105	19,100	22,600	25,500
Full Maintenance	14	14,200	15,600	21,000

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 Full Maintenance is the provision of meals and residential quarters such that the worker does not need to maintain a separate residence.

6 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

7 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

8 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 24

RESIDENTIAL CHILD CARE WORKERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary				
Not Full Maintenance	4514	$12,700	$14,700	$17,000
Full Maintenance[4]	866	12,500	14,500	17,400
U.S. Local Public				
Not Full Maintenance	275	14,900	16,500	19,300
Full Maintenance[5]				
Canadian[6]				
Not Full Maintenance	259	18,650	19,900	23,500
Full Maintenance[5]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Full Maintenance is the provision of meals and residential quarters such that the worker does not need to maintain a separate residence.

5 The number of salaries reported was insufficient for analysis.

6 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 25
RESIDENTIAL CHILD CARE WORKERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Salaries*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]				
Not Full Maintenance	1649	$14,200	$16,200	$18,200
Full Maintenance[5]	357	14,900	17,200	20,000
North Central[6]				
Not Full Maintenance	1511	12,200	13,800	15,700
Full Maintenance	74	11,100	13,250	15,000
South[7]				
Not Full Maintenance	677	11,200	12,900	14,200
Full Maintenance	365	12,200	13,300	15,200
West[8]				
Not Full Maintenance	677	13,400	15,200	17,300
Full Maintenance	70	11,000	12,000	13,500

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 Full Maintenance is the provision of meals and residential quarters such that the worker does not need to maintain a separate residence.

6 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

7 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

8 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 26

RESIDENTIAL RECREATION WORKERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	212	$14,900	$17,300	$20,400
U.S. Local Public	14	18,700	19,700	21,250
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 27

RESIDENTIAL RECREATION WORKERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	87	$15,400	$19,100	$22,500
North Central[5]	84	14,700	16,500	18,200
South[6]	20	15,000	16,700	19,000
West[7]	21	12,200	17,700	19,400

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 28

RESIDENTIAL EDUCATION DIRECTORS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	104	$23,700	$29,700	$35,100
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 29
RESIDENTIAL EDUCATION DIRECTORS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	43	$29,400	$31,700	$36,900
North Central[5]	24	20,000	29,300	35,000
South[6]	25	20,100	23,500	25,900
West[7]	12	23,000	29,000	36,000

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Marytand, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 30

Residential Education Teachers with Graduate Training: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	236	$20,700	$23,500	$27,100
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 31

RESIDENTIAL EDUCATION TEACHERS WITH GRADUATE TRAINING: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	138	$21,800	$23,900	$27,700
North Central[5]	53	18,450	21,000	23,900
South[6]	10	19,000	21,000	23,500
West[7]	35	23,200	26,600	29,200

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 32

RESIDENTIAL EDUCATION TEACHERS WITH BACHELOR DEGREES: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	343	$18,300	$20,200	$22,200
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 33

RESIDENTIAL EDUCATION TEACHERS WITH BACHELOR DEGREES: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	195	$18,800	$20,800	$23,100
North Central[5]	94	18,000	19,600	21,500
South[6]	43	17,300	18,900	20,600
West[7]	11	17,500	19,700	22,250

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 34

Residential Education Assistant Teachers and Teacher Aides: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	281	$11,200	$13,300	$15,400
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 35

RESIDENTIAL EDUCATION ASSISTANT TEACHERS AND TEACHER AIDES: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	146	$10,800	$12,900	$15,600
North Central[5]	47	10,500	12,700	15,200
South[6]	35	12,100	13,200	14,500
West[7]	53	12,900	14,400	15,800

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 36

DAY CARE DIRECTORS OF MULTI-SERVICE AGENCIES: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	21	$25,250	$31,700	$41,500
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 37

Day Care Center Directors: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	101	$18,850	$23,800	$28,600
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 38

DAY CARE CENTER DIRECTORS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	32	$23,000	$27,000	$30,000
North Central[5]	35	20,500	24,500	28,250
South[6]	22	17,500	21,000	25,700
West[7, 8]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

8 The number of salaries reported was insufficient for analysis.

TABLE 39

FAMILY DAY CARE PROGRAM DIRECTORS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	16	$24,700	$30,000	$35,300
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 40

LEAD TEACHERS WITH GRADUATE TRAINING IN DAY CARE CENTERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	31	$15,200	$18,400	$20,800
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 41

Lead Teachers with Bachelor Degrees in Day Care Centers: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	174	$12,500	$14,600	$16,900
U.S. Local Public	7	18,400	$19,250	$20,500
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 42

Lead Teachers with Bachelor Degrees in Day Care Centers: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	78	$12,300	$15,000	$18,200
North Central[5]	57	12,200	13,600	15,500
South[6]	38	14,400	15,200	16,000
West[7, 8]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

8 The number of salaries reported was insufficient for analysis.

TABLE 43

Lead Teachers without College Degrees in Day Care Centers: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	247	$10,800	$12,400	$15,100
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 44

LEAD TEACHERS WITHOUT COLLEGE DEGREES IN DAY CARE CENTERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	91	$11,100	$13,100	$17,500
North Central[5]	70	11,500	13,600	15,800
South[6]	76	10,200	11,200	12,500
West[7, 8]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

8 The number of salaries reported was insufficient for analysis.

TABLE 45

Assistant Teachers in Day Care Centers: Salaries by Type of Agency (All Agencies)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	275	$10,700	$12,600	$14,800
U.S. Local Public	10	13,700	14,800	15,800
Canadian[4]	15	20,600	21,000	21,400

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 Canadian salaries are expressed in U.S. dollars at the January 3, 1989 rate. To convert them into Canadian dollar amounts, divide by 0.8401.

TABLE 46

ASSISTANT TEACHERS IN DAY CARE CENTERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	134	$12,400	$14,300	$15,400
North Central[5]	94	10,200	11,100	12,100
South[6]	41	10,300	11,800	13,600
West[7, 8]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

8 The number of salaries reported was insufficient for analysis.

TABLE 47

TEACHER AIDES IN DAY CARE CENTERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	162	$8,900	$10,200	$11,900
U.S. Local Public	9	13,100	14,300	15,800
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

TABLE 48

TEACHER AIDES IN DAY CARE CENTERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
Northeast[4]	43	$10,000	$11,500	$13,600
North Central[5]	19	6,800	7,600	10,750
South[6]	71	8,700	9,300	10,000
West[7]	29	11,000	11,900	15,000

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

5 The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

6 The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this Census Region.

7 The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 49

FAMILY DAY CARE PROVIDERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	*# of Agencies*	*Lower Quartile*[1]	*Median*[2]	*Upper Quartile*[3]
U.S. Voluntary	294		$10,500	$13,100
U.S. Local Public[4]				
Canadian[4]				

1 One-fourth of the salaries are below the "lower quartile" amount, and three-fourths are above. The lower quartile salary for family day care providers cannot be calculated. This is because some of the agency rates of payment vary according to the number and ages of children cared for in the providers' homes.

2 One-half of the salaries are below the "median" amount, and one-half are above.

3 Three-fourths of the salaries are below the "upper quartile" amount, and one-fourth are above.

4 The number of salaries reported was insufficient for analysis.

APPENDIX

DESCRIPTIONS OF POSITIONS WITH CORRESPONDING TABLE REFERENCES

Agency Executive Directors (See Tables 7 and 8)

Persons responsible for the overall direction and administration of the organization.

Assistant Executive Directors (See Tables 9 and 10)

Professional employees with full responsibility for specific aspects of the agency's general operation who acts for the Executive Director in his/her absence.

Directors of Major Programs and Districts (See Tables 11 and 12)

Persons responsible for administering major programs or major district offices of the agency. Includes Casework Directors and Directors of Professional Services.

Supervisors of Social Work Practitioners (See Tables 13 and 14)

Staff members whose primary responsibility is the direction and/or supervision of social work practitioners or students.

Social Work Practitioners (See Tables 15-19)

Staff members who provide direct services to families and individuals (through casework, group work, or advocacy) or to other organizations (through consultation, education, or community organization).

M.S.W. Degree—Practitioners with a graduate degree in social work.

Other Graduate Degree—Practitioners with no social work graduate education but with a graduate degree in another field.

Some Graduate Social Work Education—Practitioners with some graduate social work education but no graduate degree.

No Graduate Social Work Education and No Graduate Degree—Practitioners with no graduate social work education and no other graduate degree.

Social Work Assistants and Case Aides (See Tables 20 and 21)

Staff members who assist practitioners in providing services and are directed by the practitioners in carrying out assignments.

Residential and Day Treatment Personnel

Residential Supervisors (See Tables 22 and 23)

Staff members responsible for the operation of a residential program or a unit of it and for supervision of the residential program child care staff. Full Maintenance Residential Supervisors are provided with both food and residential quarters with the job so they do not need to maintain a separate residence.

Residential Child Care Workers (See Tables 24 and 25)

Staff members, other than nurses, whose primary responsibility is the daily care and supervision of children living in a residential facility. Full Maintenance Residential Child Care Workers are provided with both food and residential quarters with the job so they do not need to maintain a separate residence.

Residential Recreation Workers (See Tables 26 and 27)

Staff members engaged in planning, directing, or carrying out recreational programs and activities (such as sports, arts and crafts) of children in a residential facility.

Residential Education Directors (See Tables 28 and 29)

Persons, other than the Agency Executive Director, responsible for planning and administering the educational program of a residential center and supervising teachers.

Residential Education Teachers (See Tables 30-33)

Staff members, employed by the agency in a residential school operated by the agency who are responsible for education of assigned groups, daily program planning, and supervision of assistant staff members.

Residential Education Assistant Teachers and Teacher Aides (See Tables 34 and 35)

Staff members employed by the agency to carry out assigned responsibilities under the direction of teachers in a residential school.

Child Day Care Program Personnel

Day Care Directors of a Multi-Service Agencies (See Table 36)

Persons responsible for the administration of all child day care services provided by an agency where day care is one of multiple services for children.

Day Care Center Directors (See Tables 37 and 38)

Persons responsible for administering one child day care center, including on-site supervision of teaching staff.

Family Day Care Program Directors (See Table 39)

Persons responsible for recruitment, supervision, and administration of child day care services in family day care homes, including referral assistance for parents and supportive services for the family day care providers.

Lead Teachers in Day Care Centers (See Tables 40-44)

Staff members responsible for the daily program planning and activities for one or more assigned groups of children in the center and for supervision of assistant teachers and teacher aides.

Assistant Teachers in Day Care Centers (See Tables 45 and 46)

Staff members under the direction of Lead Teachers responsible for implementing daily program activities for an assigned group of children in the center.

Teacher Aides in Day Care Centers (See Tables 47 and 48)

Staff members who carry out program activities under the supervision of Lead Teachers and Assistant Teachers.

Family Day Care Providers (See Table 49)

Staff members responsible for the care and daily activity program of one or more children in providers' homes under supervision of agency Family Day Care Program Director.

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ERRATA

Page 1, paragraph 2, should read: "They were asked to report on the salaries paid to their full-time employees as of January 1, *1989*."

The column headed "# of Salaries" should read "# of Agencies" on table 4.

The column head "# of Agencies" should read "# of Salaries" on the following tables: 7, 9, 11, 13, 14, 16, 17, 18, 19, 20, 21, 26–49.